



Shaw The Shaw Group Inc.

**USARAK DPW Support
Contract
Fort Richardson
Fort Wainwright**

December 2002



Presenters

- **Dan Melchior – Shaw Infrastructure**
- **George Bernardy, Field Support Services, Inc**
- **Roger Nagarkar , Khotol Services Corporation**
- **Neal Clements –Shaw Infrastructure, Transition Manager**

Agenda

- **The Shaw Team**
 - **Shaw Infrastructure, Inc**
 - **Field Support Services, Inc**
 - **Khotol Services Corporation**
- **Project Organization**
- **Transition Activities**
- **Job Application Procedures**
 - **Schedule**
 - **Application Process**
 - **How to Access The Shaw Team**
- **Fringe Benefits Program**
- **Questions**



The Shaw Group

Engineering & Design

Consulting

Fabrication & Manufacturing

Construction & Maintenance

Environmental
& Infrastructure

The Shaw Group Profile:

Full-Service Industry Leader

- **Global diversified consulting, engineering, construction, and facilities management firm**
- **\$3.0 Billion in Annual Revenues**
- **\$360 Million of Infrastructure and Facilities**
- **Over 20,000 employees**
 - **Over 80 offices in 38 states in the U.S.**
 - **19 offices in 11 countries**
- **Recognized by DoD as Industry Leader for Work Force Safety, Quality Support, Environmental Compliance, and Small Business Program**

Shaw Group Profile: *National Presence*





Shaw The Shaw Group Inc.



**Shaw
Infrastructure, Inc.**

Facilities Management , Infrastructure & Privatization

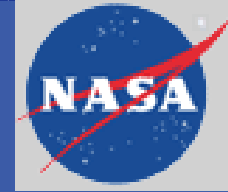
- ➡ Diverse facilities management services for the operation of large, mission-essential military and aerospace facilities
- ➡ Comprehensive renovation, new construction, design and building services at commercial and federal facilities
- ➡ Privatization of military housing, port authorities and government facilities

➡ Major contracts

- NASA Stennis Space Center, MS
- Fort Rucker, Alabama
- Fort Benning, Georgia
- Los Alamos National Laboratories, NM
- NASA Kennedy Space Center, FL



Facility Operating Services, Stennis Space Center



- \$325 million, five-year contract
- 700 employees, 10,000 acres and 200 buildings
- NASA's premier facility for rocket propulsion testing and remote sensing technology RTD&E
- A federal city with 28 residents agencies and customers including
 - NASA Engine Testing Facility
 - Naval Oceanographic Center
 - Naval Research Laboratory
 - National Data Buoy Center
- 50 percent growth in next three to five years
- Multi-function scope
 - Utilities
 - Logistics
 - Engineering
 - Transportation
 - Facilities
 - Fully Integrated Cost Accounting System
 - MAXIMO Work Control system
 - Rocket engine test and research support



Facilities Support Services Contract – Los Alamos National Laboratory

- ☞ 10 year/1700 employee/\$1.5 Billion contract
- ☞ Provide critical research facilities
- ☞ Weapons of mass destruction program
- ☞ Laboratory research for DOE, NIH, National Security Agency and others
- ☞ Services Provided:
 - Facilities Engineering
 - Maintenance
 - Construction
 - Utilities Operations
 - Economic Development
 - Waste Management
 - Road Maintenance
 - Logistics
 - Community Outreach
 - Vehicle Maintenance
- ☞ Highest level of security and secrecy



Fort Rucker DPW/DOL, Fort Rucker, AL



- **\$62 million, five-year contract**
- **U.S. Army Aviation Center**
 - Maintain and repair facilities, utilities and 17 installation airfields
 - Maintain 1,600 Army family housing quarters
 - Provide utilities, high voltage and boiler plant operations
 - Operate water & wastewater treatment plants
 - Provide supply and transportation services
 - Maintain and repair vehicles and equipment
 - Operate Army's largest oil analysis laboratory
 - Implement and operate MAXIMO Computerized Maintenance Management System



Fort Benning, Georgia DPW & DOL A-76 BOS Contract



- ➡ **\$140 million 5 year contract**
- ➡ **Blackhawk helicopter maintenance**
- ➡ **MAXIMO work control system for service order performance**
- ➡ **2000 units of housing maintenance and 18,935 military personnel**
- ➡ **M-1 tank, Bradley, wheeled and tracked armored vehicle maintenance**
- ➡ **Facilities operations and maintenance for 2851 buildings**
- ➡ **Three remote sites: Camp Merrill, Dahlonega, Destin Recreation Center**
- ➡ **75th Ranger Regiment and 3rd Brigade (mechanized) deployment support**

THE SHAW TEAM MISSION

- We will provide comprehensive and high quality Public Works support services to USARAK, including Fort Richardson and Fort Wainwright.
- We will have continuous attention to safety.
- We will strive at all times to fully satisfy our customers with services that enhance the USARAK mission to train and deploy soldiers.
- We will be a conscientious conservator of the installation environment and a valuable partner in the USARAK community



Safety – Our Highest Priority

👉 Elements of Success

- Responsibility is distributed through all levels of our organization
- Each employee is accountable for reporting lost time accidents to the appropriate management personnel
- Every employee has “stop work” authority for safety hazards

👉 Goals

- “Zero” injuries and illnesses
- Maintain a healthy workforce
- Protect the environment
- Prevent damage to equipment and facilities

Our Record Demonstrates Commitment to Safety

- EMR of .56
- OSHA Recordable Rate of only 0.97
- LT Rate of 0.12



100% Native Alaskan Owned

Field Support Services Inc.

**3900 C Street, Suite 803
Anchorage, Alaska 99503**



Field Support Services Inc.

3900 C Street, Suite 803
Anchorage, Alaska 99503

Corporate Overview

- ➡ **Field Support Services Inc. (FSSI) is a certified SBA 8(a) small disadvantaged business (SDB).**
- ➡ **Full service base operations and maintenance support contractor, headquartered in Anchorage, Alaska serving clients worldwide.**
- ➡ **Corporation Formed in 1971 under the Alaskan Native Claims Settlement Act.**

Field Support Services Inc.

3900 C Street, Suite 803
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Experience

- **O&M for Facilities, Power and Heat Plants, Water and Wastewater Systems**
- **Solid Waste Services, Hazardous Waste Management**
- **Environmental Services**
- **Real Property Management**
- **Housing Management and Housing Maintenance**
- **Roads and Grounds Maintenance**
- **Transportation, Supply, Warehousing and Fuels Management**
- **Airfield Management and Refueling/De-Fueling Operations**
- **Quality Control, Administration and Publications Management**
- **Contract Administration, Finance, Human Resources and Labor Relations**

Field Support Services Inc.

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U.S. Army DPW/DOL Services Ft. Rucker, Alabama

(Member of Shaw Team)

- ☞ **Central Issue Facility**
Issue, Storage and Cataloging
- ☞ **Supply Point Operations**
All Classes of Supply Except VI, VII and X
- ☞ **Stock Control**
Warehousing, Requisitioning and Receiving, Storage and Issue Operations and Cataloging
- ☞ **Property Control**
Property Control Book, Data Conversion, Materiel Management & Accounting, Disposal and Troop Issue and Subsistence



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U.S. Air Force Central Heat and Power Plant Elmendorf AFB, Alaska



☞ A-76 Conversion

Elmendorf AFB's First A-76 Conversion

☞ Steam Generated Heat and Electricity

Emergency Backup Power System for Ft. Richardson

☞ Partnering Concept

Zero Base Wide Outages

Over \$500K in Cost Savings

Consistent High Performance Marks from Customer

Field Support Services Inc.

3900 C Street, Suite 803
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U.S. Army

**Vehicle Operations and
Maintenance**

Presidio Monterey, California



- ☞ **Transportation Operations**
- ☞ **Fleet Operations**
- ☞ **Vehicle Control**
- ☞ **Dispatch, Inspection and Drivers Training**

Khotol Services Corporation

3000 A Street, Suite 417

Anchorage, AK 99503

Phone 907-569-9599, fax 907-569-9699

khotol@arctic.net



The Company

Bullet

Khotol Services Corp was formed in 1997 and is a 8(a), Small Disadvantaged Business and Hub Zone Certified. It is 100 percent owned by Gana A' Yoo Ltd. within the Doyon region. Doyon is one of 13 Alaska Native regional corporations created by the Alaska Native Claims Settlement Act of 1971. Gana A' Yoo has 1150 shareholders.



Khotol Services Corporation

- Facilities O&M, Logistic Support, Information Technology, Communications, Human Resources, Project Management
- Corporate headquarters in Galena, AK, and an office in Anchorage, AK
- Project operating locations across the U.S. with geographically separate operating locations in Alaska
- 160 employees
- 2002 projected annual revenues of \$7 million



Alaska Native Medical Center Complex

Khotol provides all personnel, equipment tools materials and supervision and services necessary to perform landscaping services at the Alaska Native Medical Center Complex.

Associated Tasks Include:

- **Snow Removal**
- **Grounds Maintenance**
- **Equipment Maintenance & Repair**
- **Supplies and Equipment**



Galena Operations

Khotol, operates and maintains numerous facilities in the remote village of Galena. Operations comprise of facilities and infrastructures maintenance and maintaining and operating a small vehicle fleet.

Our customers include the following:

U.S. Fish & Wildlife Service

U.S. Postal Service

Alaska Court System

Department of Family & Youth Services

Tasks Include:

- **Snow removal**
- **General facilities maintenance and parts**
- **Vehicle maintenance and parts**
- **Office supplies**
- **Heavy equipment rentals**



U.S. Air Force Langley AFB, VA



Khotol provides full food service and logistics support for the U.S. Air Force at Langley AFB, VA. This includes housekeeping services in the dining facility along with all equipment and supplies necessary to perform these services to support 10,000 personnel. The preparation and serving of meals, food sanitation, display and equipment service and repair.

Associated Tasks Include:

- **Janitorial services**
- **Grounds maintenance**
- **Equipment maintenance & Repair**
- **Ordering of all consumables**

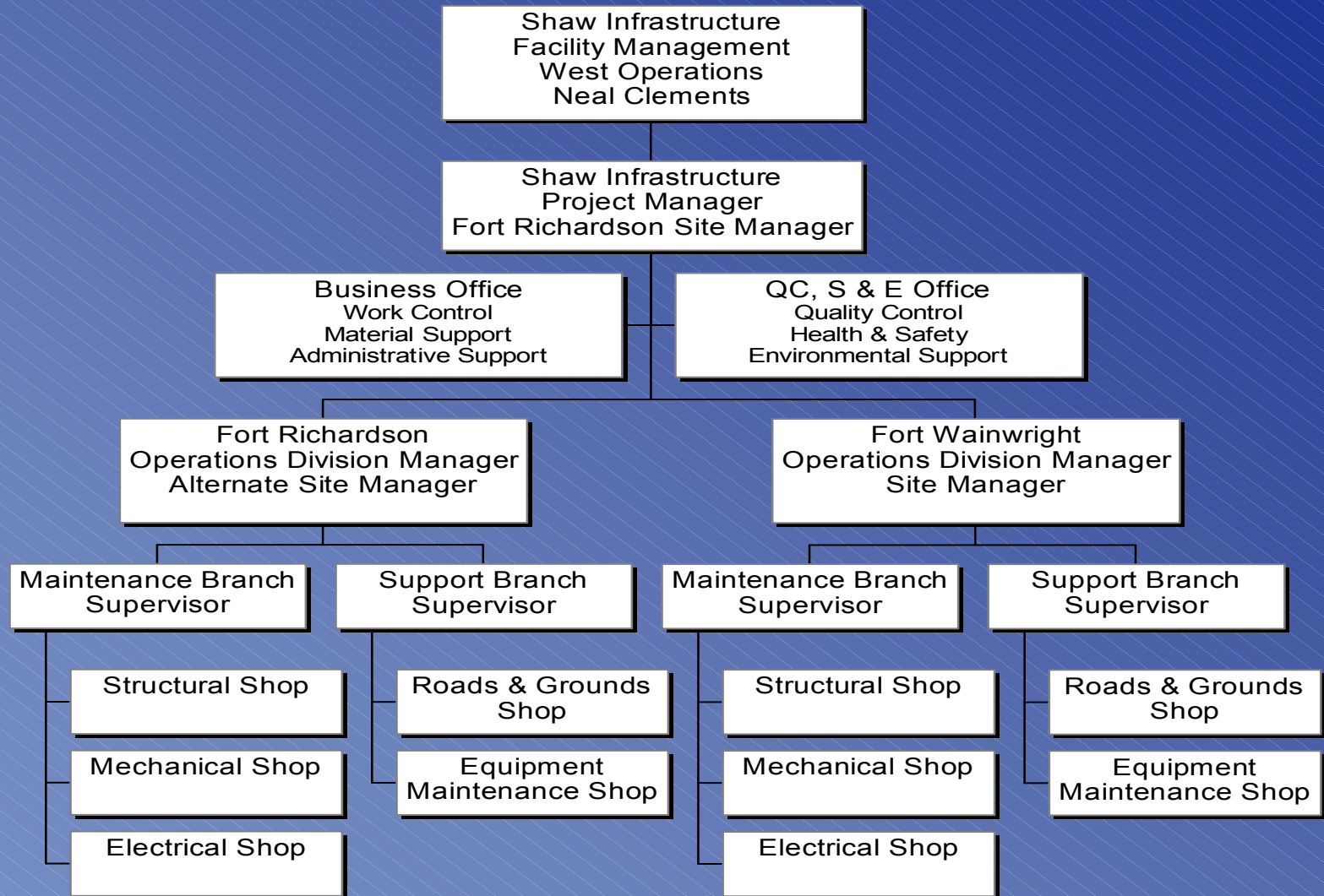


Shaw The Shaw Group Inc.



PROJECT ORGANIZATION

THE SHAW PROJECT ORGANIZATION





Shaw The Shaw Group Inc.



Phase-In Plan

Shaw Phase-In Plan — Goals

- **Execute a Seamless Transition**
 - ▶ **“Invisible” to customers**
 - ▶ **No impact to mission operations**
- **Fill as Many Positions as Possible with Incumbent Personnel**
- **Perform a Comprehensive Transfer of Facilities and Workload**
- **Establish Working “Partnership” with USARAK installations**



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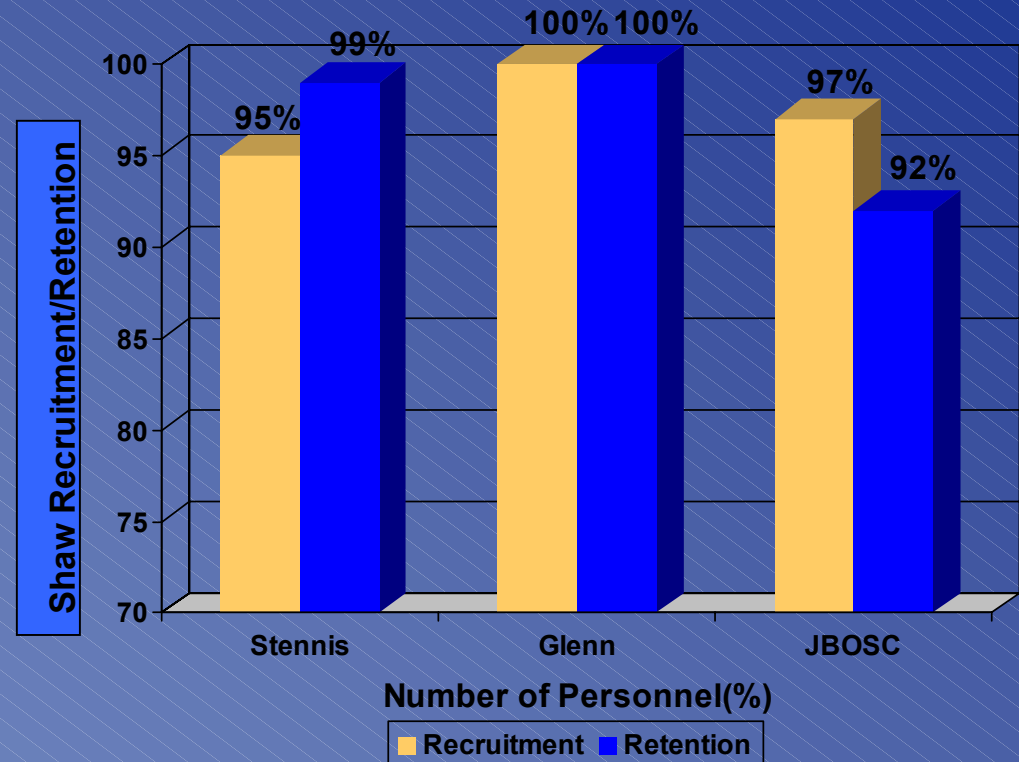


Recruitment and Hiring Plan

The Shaw Team Wants Career Oriented Personnel

- Challenging job assignments
- Opportunities for advancement
- Empowered employees
- Well-designed total compensation plan
- Expanded job opportunities with Shaw and team members

Recruiting and Retention Results



Shaw Team Application Process

- Job Applications
- Job Interview
- Applicant bring Job History Information (at Interview)
 - Training Certificates
 - Security Clearance Information
 - Resume (optional)
- Applicant complete Skills Assessment Form (during Interview)
- Telephone Call followed by Offer Letter
- Drug Screening
- Complete Safety and Job Training Program



Shaw Team Hiring Process



Recruiting Sources

- Incumbent Personnel (Perm)
- Incumbent Personnel (Temp)
- Former USARAK Employees
- Unemployment office
- New Hire Personnel



USARAK Contract Compensation

- Hourly personnel will receive wages and benefits that comply with the Department of Labor SCA Wage Determination
 - Consistent with work location
 - Additional benefits allocation of \$2.02 per hour
 - SCA Hourly wages, based on position, available in packets and on website
- 11 paid holidays per year
- Vacation
 - No paid vacation during the first year of service with contractor
 - 2 weeks paid vacation after 1 full year of service
 - Contract does not include Sick Leave
- Additional compensation for Supervisors, Leads and Shift workers
- Safety awards program
- Eligible to participate in Shaw consumer programs with General Electric and General Motors



Phase-In Schedule

<u>Tasks</u>	<u>Estimated Dates</u>
Phase-In Start	3/2/03
Employee briefing and application distribution	3/3/03
Applicants may submit applications	3/3/03
Begin Personnel Interviews	3/15/03
Receive USARAK Personnel List	3/28/03
Extend Incumbent Personnel Offers	4/1/03
Incumbent Personnel Priority Ends	4/15/02
Extend Former Employee Offers	4/15/03
Extend "New Hire" Offers	5/1/03
Conduct Drug Screening (All Personnel)	4/1 – 5/25
Initiate Orientation Training	5/26/03
Start Full Contract Operation	6/1/03



Training Program

- **Initial Workforce Briefing**
 - **Transition plan**
 - **Schedule**
- **New Hire Briefings**
- **Benefits Briefing**
- **Manager and Supervisor Briefings**
- **Focused Training by Organization**
 - **Information systems**
 - **Work management systems**
 - **Procedures, instructions and policies**
- **Safety Training**



How to Reach the Shaw Team

- Visit Web page frequently www.shaw-alaska.com
- On site project management offices
To be determined
- Email: Alaska@shawgrp.com
- Phase-in hotline for questions *[to be established at start of transition]*
- Telephones *[until start of transition]*
 - Shaw Infrastructure – (619) 533-7330 *[temporary, unmanned voice mailbox]*
 - FSSI – (907) XXX-XXXX
 - KSC - (907) XXX-XXXX
- Flexible hours for interviews



Sample Benefits Program

- **Benefits Packages will be tailored to the needs of the Shaw Team employees at Fort Richardson/Fort Wainwright**
- **Flexible Benefits Plan**
 - **Core Benefits**
 - **Voluntary Benefits**
 - **Optional Family Coverage**



Core Benefits

- **Medical Plan**
 - **Comprehensive Health Benefits program**
 - **Preferred Provider Organization (PPO)**
 - **No payroll deduction for employee**
 - **Payroll deduction required for spouse and family members**
 - **Enrollment not required if covered under another group medical plan**
- **Basic Life Insurance Plan**
- **Basic Accidental Death and Dismemberment Plan**
- **Short Term Disability Plan**



Voluntary Benefits

- Supplemental Life Insurance
- Spouse/ Child Life Insurance
- Dental Plan
- Vision Plan
- TRICARE Supplement (for retired Military personnel)
- 401(k) Retirement Plan

